 POSITION DESCRIPTION

Position Title: Lecturer/Senior Lecturer in Plant Community Ecology
Organisation Unit: School of Biological Sciences
Position Number: 3043431
Type of Employment: Full-time, continuing
Classification: Level B/C

THE UNIVERSITY OF QUEENSLAND

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

UQ ranks in the world’s top universities, as measured by several key independent rankings, including the Performance Ranking of Scientific Papers for World Universities (43), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (65). UQ again topped the nation in the prestigious Nature Index and our Life Sciences subject field ranking in the Academic Ranking of World Universities was the highest in Australia at 20.

UQ has an outstanding reputation for the quality of its teachers, its educational programs and employment outcomes for its students. Our students remain at the heart of what we do. The UQ experience – the UQ Advantage – is distinguished by a research enriched curriculum, international collaborations, industry engagement and opportunities that nurture and develop future leaders. UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students.

UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities.

Our 50,000-plus strong student community includes more than 13,000 postgraduate scholars and more than 12,000 international students from 144 countries, adding to its proud 240,000-plus alumni. The University has about 7,000 academic and professional staff and a $1.8 billion annual operating budget. Its major campuses are at St Lucia, Gatton and Herston, in addition to teaching and research sites around Queensland and Brisbane city. The University has six Faculties and four University-level Institutes. The Institutes, funded by government and industry grants, philanthropy and commercialisation activities, have built scale and focus in research areas in neuroscience, biomolecular and biomedical sciences, sustainable minerals, bioengineering and nanotechnology, as well as social science research.
UQ has an outstanding track-record in commercialisation of our innovation with major technologies employed across the globe and integral to gross product sales of $11billion+ (see http://uniquest.com.au/our-track-record).

UQ has a rapidly growing record of attracting philanthropic support for its activities and this will be a strategic focus going forward.

Organisational Environment

The School of Biological Sciences is part of the Faculty of Science and is one of the largest and most successful of its type in Australia, with 45 full-time academic staff, and over 200 enrolled PhD students. The School has broad expertise across ecology and evolution, molecular and quantitative genetics, paleobiology, developmental biology, plant and animal physiology, and conservation biology. Our research programs involve a diverse array of taxa, ranging across microbes, animals and plants. Unique opportunities for biological research and teaching are provided by our proximity to a stunning array of marine and terrestrial subtropical habitats and their endemic biodiversity. A number of research programs in the School take advantage of major model-organism systems, including Drosophila, C. elegans, and Arabidopsis, and many include a strong quantitative and modelling focus.

Further information and details of the research interests of academic staff may be accessed on the school's web site at http://www.biology.uq.edu.au

Information for Prospective Staff

Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

The University of Queensland Enterprise Agreement outlines the position classification standards for Levels A to E.

DUTY STATEMENT

Primary Purpose of Position

We are seeking a field-based plant community ecologist with experience working in a range of Australian terrestrial ecosystems, but with particularly excellent knowledge of the Queensland flora and ecosystems and strengths in experimental design and ecological statistics. This position is for a full-time continuing teaching and research position. This position carries a 40/40/20 teaching/research/service load. In teaching, the successful candidate will be expected to be an active and engaged contributor to the School of Biological Science's teaching programs in undergraduate ecology, our international field-based programs and the field and quantitative skills components of the Master of Conservation Biology, with a specific expectation to teach terrestrial field ecology courses. In addition, the successful candidate is expected to direct a successful independent research program in community ecology and contribute to the national and international research profile of the School. In this role, the successful candidate will also be expected to mentor HDR and honours students as well as apply for independent external funding to support their research program. As a contributing member of the School of Biological Sciences, the successful candidate is also expected to contribute to various School committees, events and outreach activities.
Applicants should also refer to the UQ Academic Criteria for Performance policy. This policy applies to staff at levels A to E, across all of the academic categories - Teaching and Research, Teaching Focused, Research Focused and Clinical Academic.

Duties

Duties and responsibilities include, but are not limited to:

Teaching and Learning

Level B and C

- Coordinate courses, prepare and deliver lectures, tutorials and practicals for both internal and external delivery; and undertake assessment and marking for undergraduate and postgraduate courses as required
- Contribute to the development of course materials, course coordination and teaching of terrestrial field ecology courses, with an expectation to teach plant identification skills and ecological statistics in courses offered through the School of Biological Science’s undergraduate ecology program, Masters of Conservation Biology and international partner contract teaching programs.
- Contribute to the development and initial teaching of the School’s new Master of Quantitative Biology by teaching quantitative skills important in ecology.
- Supervise honours and postgraduate (Masters and PhD students) students
- Initiate the development of new course material by applying current research and scholarship. Participate in educational practice and innovative curriculum design including online learning and alternative teaching methods.
- Participate in program and course development activities in the School and Faculty, including consulting with program advisors and internal and external stakeholders to ensure courses are engaging, relevant and contemporary.
- Effectively teach, supervise, support and mentor undergraduate, postgraduate and Higher Degree by Research students

Level C

- Continually develop the curriculum, teaching resource and approaches to improve the quality of courses as measured through evaluation instruments to meet industry and educational standards.
- Successfully coordinate significant strategic elements of our School-wide plan to expand training in the use of quantitative skills in ecology and conservation biology throughout our School’s relevant course offerings

Research

Level B and C

- Develop an independent research program in plant community ecology based on competitive external funding
- Where possible seek funding through non-traditional funding sources such as contract research, industry collaboration and philanthropic funds as well as government funding bodies
- Conduct research and produce high quality peer-reviewed scholarly papers
- Work with colleagues and postgraduate students in the School of Biological Sciences and across the Faculty of Science in the development of joint research projects, publications and grant proposals
- Enhance the research profile of the School through collaborative research, especially interdisciplinary projects, with colleagues and postgraduate students, other organisations and involvement in relevant professional activities.

Level C
- Lead and independent research program that includes undergraduate and postgraduate students
- Develop, lead and manage substantial externally-funded research projects
- Develop a research profile of international standing that contributes to the School's strategic research strengths.

Service and Engagement
Level B and C
- Contribute to the administrative functions in the School through committee membership and participation in occasional school events and activities
- Foster the School’s relations and reputation with academics around the University of Queensland and with various industry partners, government departments, professional bodies and the wider community
- Any other duties as reasonably directed by the Head of School
Level C
- Effectively perform higher level internal duties.
- Make a high level / leadership contribution to external roles.

Other
Ensure you are aware of and comply with legislation and University policy relevant to the duties undertaken, including but not exclusive to:
- the University’s Code of Conduct
- requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School
- the adoption of sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures
- requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University
Organisational Relationships

The position reports to the Head of the School of Biological Sciences.
SELECTION CRITERIA

- PhD in plant or community ecology
- Proven experience conducting field-based plant ecology research using Australian plant communities
- Evidence of a developing independent research program. Evidence should include but is not limited to a strong record of peer-reviewed publication, with multiple strong first author (level B) and senior authored papers (level C).
- Demonstrated expertise using advanced ecological statistical techniques and expert working knowledge and experience teaching using the R programming language.
- Expert knowledge, identification skills and proven excellence in teaching students about the flora of Queensland and plant ecology of Australia more broadly.
- Proven effectiveness in coordinating undergraduate courses and delivering course material in field and lecture settings at the undergraduate level. Experience developing and leading field-based project courses is highly desirable.
- Evidence of an ability to work with collaborators within and beyond academia, including local governments, catchment management bodies and businesses on ecological restoration and studies of applied plant community ecology using field experiments and personally collected field data.

Additional selection criteria for Level C

- Demonstrated capacity for independent research, including a track record of experience as a chief investigator of independent research projects.
- Demonstrated excellence in teaching outcomes and in innovative curriculum development of teaching resources that foster critical thinking.
- Track record as an effective principal supervisor of higher degree research students.

Seminar

 Applicants may be invited to present a research seminar in conjunction with the selection interview process.

Qualification Verification

An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion and actively encourages applications from those who bring diversity to the University. Please refer to the University’s Diversity and Inclusion webpage (http://www.uq.edu.au/equity) for further information and points of contact if you require additional support.

Accessibility requirements and/or adjustments can be directed to Science HR (science.hr@uq.edu.au).